

**DEPARTMENT OF THE TREASURY
FEDERAL LAW ENFORCEMENT TRAINING CENTER
GLYNCO, GEORGIA 31524**

FLETC DIRECTIVE (FD)

NUMBER: 65-32.A

Subject:

DATE: 02/24/77

Sunset Review:

ENVIRONMENTAL DIFFERENTIAL PAY PLAN

1. PURPOSE. To provide information and instructions on the Federal Wage System environmental differential pay plan and to authorize payment in local situations listed in Attachment 1, determined to be covered by the environmental differential categories as defined in FPM Supplement 532-1.

2. DISCUSSION. The intent of the Federal Wage System environmental differential pay plan is to compensate employees for factors of hazards, physical hardships or working conditions of an unusually severe nature encountered in their duty assignments. These conditions are not considered as inherent unusual factors in the job grading process and must be compensated for under the environmental differential pay plan. Environmental differential pay is authorized for use only where features described below are present:

a. Exposure to an unusually severe hazard which could result in significant injury, illness, or death, such as on a high structure when the hazard is not practically eliminated by protective facilities or on an open structure when adverse conditions such as darkness, lightning, steady rain, snow sleet, ice, or high wind velocity exists.

b. Exposure to an unusually severe physical hardship under circumstances which cause significant physical discomfort or distress not practically eliminated by protective devices.

c. Exposure to an unusually severe working condition under circumstances involving exposure to fumes, dust, or noise which cause significant distress or discomfort in the form of nausea, or skin, eye, ear, or nose irritation or conditions which cause abnormal soil of body and clothing etc., and where the distress or discomfort is not practically eliminated.

3. POLICY. The policy of the Training Center is to eliminate or reduce to the lowest level possible all hazards, physical hardships and working conditions of an unusually severe nature. When positive action does not eliminate the danger and risk which contribute to or cause the hazard, physical hardship, or working condition of an

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unusual nature, an environmental differential is payable. The authorization of an environmental differential is not intended to condone work practices which circumvent Federal safety laws, rules and regulations.

4. APPLICABILITY AND RATE. The provisions of this directive are applicable to all ungraded employees serviced by the FLETC. Environmental differentials are stated as percentage amounts and are shown under the appropriate category and work situation listed in Attachment 1. The amount of the differential to be added to the hourly rate is computed by multiplying the percentage rate authorized for the category by the second step for Grade WG-10 on the current regular non-supervisory wage schedule, counting one-half cent and over as a full cent. The resulting amount is added to the employee's regular hourly rate of pay, regardless of the wage grade level of the employee.

5. CATEGORIES OF WORK FOR WHICH PAYABLE. Work situations are placed in two categories on the degree of hazards, physical hardships, and unusual working conditions, i. e.,

CATEGORY I - An environmental differential is paid on the basis of actual exposure, or

CATEGORY II - An environmental differential is paid on the basis of all hours of the shift in which the exposure occurred.

6. ENVIRONMENTAL DIFFERENTIAL PAY DURING LEAVE. The appropriate environmental differential rate is included as part of an employee's basic rate of pay for periods of paid leave (annual leave, sick leave, administrative excusals, etc) under the following circumstances:

a. When an employee is exposed to a situation for which an environmental differential is authorized on an actual exposure basis (Category I), that differential will be paid during a period of absence on paid leave only to the extent that the leave is within the minimum payment periods. Minimum payment periods are specified in paragraph 9 of this instruction.

b. When an employee is exposed to a situation for which an environmental differential is authorized on the basis of hours in a pay status (Category II), that differential will be paid during a period of absence on paid leave on the day on which the exposure occurs.

c. An employee will not be paid an environmental differential during a period of absence on paid leave on any day on which he is not exposed to situations for which an environmental differential is authorized.

7. ENVIRONMENTAL DIFFERENTIAL PAY FOR MULTIPLE EXPOSURE.

There are situations whereby environmental differential payments on the same day may vary, according to work performed. An example of such a situation is listed below:

a. When an employee is exposed to an unusually severe hazard, physical hardship, or working condition for which an environmental differential is payable on a shift basis (Category II) and on the same day is exposed to another type for which actual exposure is the basis for the environmental differential (Category I) where the rate is higher than the Category II rate, he shall be paid the higher rate for the actual exposure and the remainder of the shift at the Category II rate.

8. ENVIRONMENTAL DIFFERENTIAL PAY IN RELATION TO OVERTIME PAY, HOLIDAY PAY, AND SUNDAY WORK. Environmental differential pay is included as part of the employee's basic rate of pay and shall be used to compute premium pay for overtime, holiday, or Sunday work, as well as the amount on which group life insurance is based and from which retirement deductions are made. However, if the differential is paid under Category I coverage, overtime pay will be computed on the basis of the environmental differential only if the exposure for which the differential is paid occurs during the overtime period.

9. ENVIRONMENTAL PAY ADMINISTRATION. When an employee is entitled to a differential payable under Category I, he shall be paid a minimum of one hour's differential for the exposure. For exposure beyond one hour, the employee shall be paid in increments of one-quarter hour for each 15 minutes. Under Category II, even though the exposure is less than one hour, the employee shall receive the environmental rate in addition to his regular rate for all hours of the shift in which the exposure occurred. When an employee is exposed at intermittent times during a day to an unusually severe hazard, physical hardship, or working condition under Category I, each exposure is considered separately and the amount of time is not added together before payment is authorized for exposure beyond one hour, except that pay for the environmental differential may not exceed the number of hours of active duty by the employee on the day of the exposure. Supervisors who are authorized to certify are also authorized to approve additional environmental pay differentials listed in Attachment 1.

10. REVISIONS. From time to time working conditions and physical hardships or hazards may change to involve situations not envisioned in this directive. Subsequent situations may be brought to the attention of the Director via the Personnel Officer for review and consideration of their merit and applicability to Environmental Pay Regulations.

A. F. Brandstatter
Director

Attachment

AUTHORIZED ENVIRONMENTAL DIFFERENTIALS PAID FLETC
EMPLOYEES UNDER THE FEDERAL WAGE SYSTEM

CATEGORY I WORK SITUATIONSDIFFERENTIAL RATE

- a. High Work 25% for actual exposure
- (1) Work on any structures at least 100 feet above the ground, deck, floor or roof, or from the bottom of a tank or pit.
- (2) Working at a lesser height: 25% for actual exposure
- If the footing is unsure or the structure is unstable; or
if safe scaffolding, enclosed ladders or other similar protective facilities are not adequate (for example, working from a swinging stage, Boatswain chair, a similar support); or
if adverse conditions such as darkness, steady rain, high wind, icing, lightning or similar environmental factors render working at such height (s)
hazardous.
- b. Dirty Work 4% for actual exposure
- Work which subjects the employee to soil of body or clothing:
- Beyond that normally to be expected in performing the duties of the classification; and
Where condition is not adequately alleviated by the mechanical equipment or protective devices being used, or which are readily available, or when such devices are not feasible for use due to health considerations (excessive temperature, asmatic conditions, etc.) or
When the use of mechanical equipment, or protective devices, or protective clothing results in an unusual degree of discomfort.

Situations covered are:

- (1) Spraying, mopping, handling, and working in contact with cold mix asphalt on streets, walks, parking lots, buildings with built-up roofs, etc., which subjects employee to soil of body or clothing beyond that normally expected in performing duties of his rating.
- (2) Washing down, repairing, and cleaning boilers, tubes, fire-boxes, and feed-water pumps where excessive dust and bodily soil are encountered during changeover and annual maintenance.
- (3) Making repairs in confined spaces under structures when work requires

contact with excessive filth.

- (4) Making repair to bakery ovens when work requires contact with excessive greasy filth; or when cleaning underneath and behind oven walls, and replacing insulation.
- (5) Spray painting inside walls and overhead of dormitories, training buildings, office buildings, utilities spaces, where fumes and dirt are excessive.
- (6) Cleaning grease traps throughout Center.
- (7) Sand blasting where fine particles filter into clothing and cause irritation and chaffing until removed.

c. Cold Work 4% for actual exposure

Working in cold storage or other climate controlled areas where employee is subjected to temperatures at or below freezing (32 degrees F) where such exposure is not practically eliminated by the mechanical equipment or protective devices being used.

- (1) Working in, or continually going in and out of cold storage refrigeration locker where temperature is at or below freezing (cafeteria).

d. Fibrous Glass Work 6% for actual exposure

Working with or in close proximity to fibrous glass material which results in exposure of the skin, eyes or respiratory system to irritating fibrous glass particles or slivers.

- (1) Installing fibrous glass insulation in walls and ceilings where exposure is not practically eliminated by the mechanical equipment or protective devices being used.

CATEGORY II WORK SITUATIONS

a. Poison (toxic chemicals)

- (1) Low Degree Hazard.
Sparing or dusting insecticide, herbicide, and rodenticide poisons such as dizinon, Malathion and chlordane, etc. applied in premixed or diluted form with moderately high pressure spraying equipment in, under and around buildings and structures. The nature of the work requires direct contact with the poisons listed above and protective devices and/or safety

measures have not practically eliminated the potential for personal injury.

DIFFERENTIAL RATE

4% for all hours in pay status for the entire day the exposure occurs, including any paid leave, regardless of the actual length of time of exposure. This differential is not payable if no actual exposure occurs during the entire day (whole day charged to leave, etc.)